

PARENTAL LEAVE AMENDMENT SIGNED INTO LAW

Governor Edward DiPrete has signed into law a bill that expands the state parental leave law to include caring for a sick parent or other relative.

The bill (Chapter 380, RI Public Laws of 1990) amends a law adopted in 1987 that provides parents employed at companies with 50 or more employees with up to 13 weeks of unpaid leave after the birth or adoption of a child, or to care for a seriously ill child. Under the expansion signed July 12, an employee may use that leave to care for a seriously ill parent, spouse, child, mother-in-law, father-in-law, or for self-care. These basic provisions represent minimum standards and public and private employers may broaden them when formulating their own policies.

A serious illness is defined as a disabling physical or mental illness, injury, or impairment, or condition that involves inpatient care in a hospital, nursing home, or hospice, or outpatient care requiring continued treatment or supervision by a health provider.

One provision added at the request of the business sector allows employers to request written certification from a physician before granting leave. Employees must prepay benefits before taking leave, unless modified by contract or policy.

Upon their return, employers must reinstate a worker's benefits, status, seniority, and service credits.

RIDOT PROGRAMS SAVE GAS

High gasoline prices got you down? Looking for ways to cut your commuting costs? The R.I. Department of Transportation (RIDOT) has several programs that will help conserve gasoline during the current mid-east crisis crunch, and also save you money. Here are some suggestions:

RIDOT's Rideshare Program offers carpool and vanpool services. RIDOT provides a free computerized carpool matching service, that helps employees within the same or other companies in the same vicinity to get together in a carpool situation. Since carpooling has a greater impact when commuters have the same work destination, employers are encouraged to make carpool matching available to their employees. For more information, employers, employees and the general public can contact RIDOT's Rideshare Program at 861-RIDE.

RIDOT also offers assistance in forming employee vanpool programs. Vanpooling is a unique transportation alternative for Rhode Island commuters. A vanpool is a group of 8-15 commuters living in the same vicinity who share in the operating costs of the van, resulting in a low monthly fare for each rider.

(continued on page 2)

A MESSAGE FROM THE GOVERNOR



State of Rhode Island and Providence Plantations
EXECUTIVE CHAMBER, PROVIDENCE

Edward D. DiPrete
Governor



The chief priorities of my administration — tight fiscal management; education; children, families, human services; and the war on drugs — have been achieved, despite the effects of the regional recession.

The FY '91 budget which I signed into law in late June is based on a 3 percent increase in spending and includes \$17.1 million in general state aid to cities and towns, in addition to an increase of \$36 million in educational aid.

The temporary increase in the sales tax was adopted in an effort to respond to slow revenues and to restore funding to several critical programs and initiatives, including higher education and human services.

Rhode Islanders should be proud that we have had to rely less on tax increases while retaining our AA bond rating from Standard and Poor's.

Rhode Island has dealt with the regional economic slowdown in a solid and responsible fiscal manner.

I have strived to manage Rhode Island government efficiently and prudently. I've cut spending wherever possible in state government; reduced the number of state employees, and I've taken immediate action whenever necessary to balance revenues and expenditures.

To have retained our AA bond rating and to have fulfilled our financial commitments during this regional economic downturn have been difficult but extremely rewarding challenges that will benefit the entire state.

Sincerely,

Edward D. DiPrete

Edward D. DiPrete
Governor



LEGISLATIVE ROUND UP

A list of selected legislation of interest to state employees passed by the 1990 Session of the Rhode Island General Assembly. Note that the number cited opposite the description is NOT a bill number, but a chapter number in the R.I. Public Laws of 1990.

Chapter	Description
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Disabled and Handicapped

236	Requires board of governors for higher education to develop transition plan designed to make all colleges and universities accessible to handicapped persons.
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Equal Opportunity

231	Establishes Civil Rights Act of 1990
283	
180	Prohibits discrimination against members or representatives of labor unions.

Health

168	Provides health insurance coverage for midwife services
169	Amends R.I. law related to AIDS.
196	Prohibits smoking in certain public places.

Labor

366	Includes licensed support personnel as teachers entitled to collective bargaining.
222	Increases minimum wage to \$4.45 effective April 1, 1991, and makes changes to domestic abuse prevention act regarding child support orders.

Retirement

9	Extends the reporting date of the commission to study the future funding of the RI state pension system from March 15, 1990 to May 15, 1991.
360	Amends funding mechanism for retiree health benefits for state employees to conform with IR Code section 401(h).

State Affairs

195	Establishes Workers' Memorial Day on the fourth Friday in April of each year.
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State Employees

380	Adds a provision for family medical leave to the parental leave act.
501	Clarifies the twenty (20) year tenure for state employees. For positions held subsequent to achieving twenty (20) years service credit, the employee can achieve full status in the subsequent position subject to a then existing promotional list.
503	Makes longevity payment provisions of R.I.G.L. 16-60-7.2 apply to certified teachers in state schools.
313	Allows the removal from civil service lists of those individuals whose certification notices are returned with

(continued on page 3)



FROM THE OFFICE OF THE GOVERNOR

Executive Orders

No.	Date	Subject
90-15	5-16-90	Convenes a Governor's Conference on Library and Information Services.
90-16	5-29-90	Establishes Governor's Youth Commission to be comprised of 30 students selected from list of nominees submitted by principals of all schools in the state.
90-17	7-18-90	Establishes the Rhode Island Youth Service Commission.
90-18	7-18-90	Amends EO 85-24 — Governor's Advisory Council on Refugee Resettlement by removing the one-year term limitation for the council chairperson and vice-chairperson.

For more information or copies of Executive Orders, contact the Office of the Governor's Legal Counsel, Room 320, State House 277-2080.

RIDOT PROGRAMS

(continued from page 1)

Funding for the purchase of the van is available through an Interest-Free vanpool Loan from the U.S. Department of Transportation, Federal Highway Administration. The loan, which is administered by RIDOT, is repaid over a 48 month period. For more information on vanpooling, please contact RIDOT's Rideshare Program at 861-RIDE.

RIDOT also maintains twenty-five (25) park & ride commuter lots, conveniently located along major highways throughout the state. Parking is free at all commuter lots. RIDOT has coordinated efforts with the Rhode Island Public Transit Authority (RIPTA) to provide bus service to most of these lots. For more information on the location of these lots, contact RIDOT at 861-RIDE.

RIPTA buses serve virtually the entire state. For information on bus routes and schedules, contact RIPTA at 781-9400.

RIDOT also offers the following information to be shared with your family and friends.

Bonanza Bus Lines provides express service between Providence and Boston and from Providence to Logan Airport. Bonanza also offers connections to Cape Cod, Hartford and New York City from Providence. For more information on Bonanza routes and schedules, call Bonanza at 751-8800.

Commuter rail service is available from Providence and South Attleboro to Boston. Providence departures on weekdays are at 6:18 am, 6:51 am, 7:13 am, 8:13 am and 5:57 pm. South Attleboro weekday departures are at 6:26 am, 6:59 am, 7:21 am, 8:21 am, 1:52 pm and 6:05 pm. The following departures from South Station in Boston are for both Providence and South Attleboro, they are at 6:50 am, 4:35 pm, 5:05 pm, 5:35 pm and 6:20 pm. There are two additional departures from South Station to South Attleboro only at 12:20 pm and 9:45 pm. For additional information, contact the Massachusetts Bay Transportation Authority (MBTA) at 1-800-882-0090.

Amtrak has express train service between Providence and Boston. Amtrak also supplies service between Providence and New York City and points south within the Northeast. For schedule information, contact Amtrak at the Providence Station at 727-7388 or 1-800-872-7245.

R.I. PROJECT LEAN KICKS OFF LOW-FAT EATING CAMPAIGN

Project LEAN (Low Fat Eating for America Now) is a national campaign funded by the Kaiser Foundation to encourage Americans to reduce their consumption of dietary fat. Most of us already know that high fat consumption has been linked to heart disease and some cancers, but unfortunately, most of us also have a diet consisting of more dietary fat (37% of our daily calories are derived from fat) than is recommended by health professionals (30% or less of our calories should be from fat.)

The R.I. Department of Health was one of ten agencies nationwide to be awarded a two-year grant from the Kaiser Foundation to implement a local LEAN campaign. The coalition, composed of representatives of the Pawtucket Heart Health Program, Blue Cross/Blue Shield of Rhode Island, the URI Cooperative Extension, and RIGHA, has been working with project partners Scott's Valueland and WHJJ Radio to develop a low-fat eating campaign targeted to Rhode Islanders. The focus of the campaign is a shelf-labeling and signage program at the seven Scott's Valueland stores located throughout the state. Shelf labels and larger supermarket signs mark over 750 low-fat and low-fat/high fiber foods at each store. Audio message repeaters remind shoppers to look for the "Eat LEAN" labels, and cash register receipts carry the 1-800-EAT-LEAN hotline number for those interested in receiving a free copy of "LEAN Toward Health", a cooking and eating guide developed especially for Project LEAN. Valueland circulars, distributed by the Providence Journal and available at the front of each store, also carry the Project LEAN logo and hotline number.

Complementing the shelf labels are a variety of educational materials to help shoppers understand the labels and learn more about nutrition and healthy eating.

WHJJ has helped spread the Project LEAN message through its popular weekly food and cooking show, "Food for Talk", and has promoted the project through public service announcements, "Food Tips for Better Health", and material distribution via the WHJJ "Health Care-A-Van" Cathy Ray of Channel 10, WJAR TV, has also become involved in LEAN by featuring the campaign in two news segments.

The final determination of R.I. Project LEAN's success will come from the Kaiser Foundation. Kaiser is monitoring the calls to the 1-800-EAT-LEAN hotline in order to determine how many are coming from each funded campaign. At last count, Rhode Island was right near the top, with the second highest number of calls per 100,000 population. Valueland's sales will also be monitored to see if labeling low-fat foods makes shoppers choose those foods more often, and its information racks, to see if shoppers are "taking home" nutrition education materials.

If you haven't already received a copy of "LEAN Toward Health", pick up the phone and call the hotline! A call to 1-800-EAT-LEAN will not only help the campaign, but will help you lean toward a healthier, lower-fat lifestyle. For more information about the campaign, LEAN recipes, or the shelf labeling program, call Johanna Bell at the R.I. Department of Health, 277-6957.

LEGISLATIVE ROUND UP

(continued from page 2)

no forwarding address, provided the notice was sent by certified mail.

Training

80 Requires the DCF staff to have a minimum, mandatory level of twenty (20) hours of training per year.

Veterans Affairs

375 Reduces from 20 to 15 the number of years needed by certain military service veterans to acquire full status in the position held. Reduces from 20 to 10 the number of years needed by certain disabled veterans to acquire full status in the position held.

BITS 'N' PIECES

Dolores Casey Bergeron, Fitness/Recreation Coordinator of statewide senior programs for the Department of Elderly Affairs, has been selected to receive the John E. Fogarty Award by the Rhode Island State Council of Senior Citizens. A luncheon in her honor was held in early August.

* * *

The R.I. Heritage Commission will hold its 13th Annual Heritage Day Festival on the state house lawn on September 16 (rain date September 23). Some twenty six ethnic groups will present exhibits of their heritage, perform native dances and songs, and display their ethnic foods, and arts and crafts. Mike Sands and Lisa Hanks of WSNE-FM radio will be masters of ceremonies. The festival, which is free of charge, begins at 12 Noon and continues until dusk. It is a great day for the entire family. Bring chairs and blankets and enjoy!

* * *

The State Employees' Charitable Appeal (SECA) will kick-off its annual appeal on September 24, with a "sports-information fair." The fair will give state workers an opportunity to learn more about the federations and agencies participating in the 1990 appeal. Local sports celebrities will be in attendance. The appeal period runs from September 24 through November 30. Six Loaned Executives working in the 1990 appeal include: Vin Ferry, Department of Administration; William Feeney, Department of Business Regulations; Peter Mancini, Department of Children and Their Families; Patricia Chamard and Manny Thetonia, Department of Employment and Training; and Clifford Soares, Department of Transportation.

* * *

The 1990 SECA Committee staffed by state employees, is headed by John S. Renza. SECA donations help support the services of 250 health and human services agencies in Rhode Island and abroad. For more information on the 1990 appeal, call Joseph Pratt, 521-9000, extension 710.

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Congratulations and best wishes to all the state employees who have opted to retire under the recent early retirement program. According to Retirement Office statistics, some 600 workers took advantage of the retirement program offer.



COMMUNICATIONS

Effective Writing — (15 hours, 1/2 credit)

5 Fridays beginning September 14, 1990 (no class Oct. 5);
9:00-12:00 Noon.

Instructor: Donna L. Thomsen, M.Ed. \$ 75

Coping with Difficult People AND Enabling Others in the Workplace

December 4, 1990; 9:00-12:00 Noon.

Instructors: Dan Martin Musholt, L.I.C.S.W. and Judith G. Hoffman, A.S.C.W. \$ 5

Assertiveness Training — (18 hours, 1/2 credit)

6 Wednesdays beginning November 7, 1990 (No class Nov. 21);
9 a.m.-12:00 Noon.

Instructor: Nancy-Lee Devane \$ 69

Using the TDD

November 1, 1990; 9:00-10:30 a.m.

Instructors: George Whalen and James Healey \$ 5

Basic Communications — (15 hours, 1/2 credit)

Date, time, instructor and fee to be announced.

COMPUTERS

Using Lotus 1-2-3 — (15 hours, 1/2 credit)

Four courses will be offered beginning September 6, September 7,
October 12, and November 16, 1990; 9:00-12:00 Noon.

Instructor: James Kenny, Ph.D. \$97

Intermediate Lotus 1-2-3 — (15 hours, 1/2 credit)

Two courses will be offered beginning October 11 and November
15, 1990; 9:00-12:00 Noon.

Instructor: James Kenney, Ph.D. \$ 97

Introduction to the Macintosh — (15 hours, 1/2 credit)

5 Wednesdays beginning September 5, 1990; 9:00-12:00 Noon.

Instructors: James Kenney, Ph.D., James Davis, Ed.D., and
Michael Hughes \$ 97

Graphics on the Macintosh — (15 hours, 1/2 credit)

5 Wednesdays beginning October 10, 1990; 9:00-12:00 Noon.

Instructors: James Kenny, Ph.D., James Davis, Ed.D., and
Michael Hughes \$ 97

Desktop Publishing — (15 hours, 1/2 credit)

5 Wednesdays beginning November 14, 1990; 9:00-12:00 Noon.

Instructors: James Kenny, Ph.D., James Davis, Ed.D., and
Michael Hughes \$ 97

Introduction to Word Processing — (15 hours, 1/2 credit)

5 Fridays beginning October 26, 1990 (No class Nov. 23);
9:00-12:00 Noon.

Instructors: James Davis, Ed.D., and Tina Rosa \$ 97

Word Perfect — (15 hours, 1/2 credit)

Two courses will be offered beginning September 18, and November
13, 1990; 9:00-12:00 Noon.

Instructors: James Davis, Ed.D., and Tina Rosa \$ 97

FUNCTIONING IN STATE GOVERNMENT

Specialized Records Management

October 23, and/or November 13, 1990 9:00-4:00 p.m.

Instructor: Albin Wagner, M.A., C.R.M. \$ 15

Stereotyping & Diversity: What Does Affirmative Action Have to do with Me? — (15 hours, 1/2 credit)

5 Tuesdays beginning September 18, 1990; 9:00-12:00 Noon.

Instructors: Geraldine Iadevaia, Nancy Kolman, Herbert Spencer,
Pat Ryherd, and Al Provencher \$ 10

Code of Ethics and State Employees...What you need to Know

Friday, October 5, 1990; 9:00-10:30 a.m.

Instructor: Mark Eckstein \$ 5

GRANTS, CONTRACTS AND BUDGETS

Grantsmanship and Fundraising — (24 hours, 1 credit)

8 Thursdays beginning September 20, 1990; 9:00-12:00 Noon.

Instructor: Peter E. McGrath, M.A. \$ 76

Contract Formation, Interpretation and Compliance — (15 hours, 1/2 credit)

5 Mondays beginning September 17, 1990 (No class Oct. 18);
1:00-4:00 p.m.

Instructor: Alfred Testa, Jr., J.D. \$ 70

State Budgeting Process

Date, time, instructor and fee to be announced.

MANAGEMENT/SUPERVISORY

Supervisory and Management Skills — (18 hours, 1/2 credit)

3 Wednesdays, September 12, 26, and October 10, 1990; 8:30 a.m.-
4:00 p.m. (luncheon is included)

Instructor: Scott Mueller, M.S.W. \$ 110

Managing Employee Performance — (18 hours, 1/2 credit)

Wednesday, October 17, Tuesdays, October 30 and November 13,
1990; 8:30 a.m.-4:00 p.m. (luncheon is included).

Instructors: Scott Mueller, M.S.W., Walter McGarry, John Turano,
M.S., J.D., and John Boulmetis, Ph.D. \$ 110

What Supervisors Need to Know about Discrimination

Thursday, November 29, 1990; 8:30 a.m.-4:00 p.m.

Instructors: Geraldine Iadevaia and Paul Holbrook \$ 15

Labor Relations Issues for Supervisors

Tuesday, October 30, 1990; 8:30 a.m.-4:00 p.m. (luncheon is included).

Instructors: Walter McGarry and John Turano, M.S., J.D. \$ 40

Effective Interviewing Techniques

Wednesday, October 24, 1990; 8:30 a.m.-12:00 Noon.

Instructor: Scott Mueller, M.S.W. \$ 18

How to Negotiate Effectively — (18 hours, 1/2 credit)

3 Thursdays, October 4, 18, and November 1, 1990; 8:30 a.m.-4:00
p.m. (luncheon is included).

Instructor: Michael Rudnick, Ed.M. \$ 120

pRide

Personnel pRide is published by the Office of Personnel
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Director of Administration:

John J. Kane

Associate Director of Administration/Human Resources:

Richard M. Wessels

Personnel Administrator:

Bradford E. Southworth

Editor:

Donald J. Boisvert

Executive Editor:

Beverly A. Dwyer

Company (1988 rank) Business description	Sales growth 1984-88 Percent increase		'88 sales (\$000)	'84 sales (\$000)	Profit range* '88 '84		No. of employees '88 '84		Date founded
1. Cogentrix Charlotte, NC Owns & operates cogeneration facilities	96,716%		\$129,734	\$134	D	F	365	12	1983
2. Ocean State Coordinated Health Svcs. Warwick, RI Provides cost-managed health-care svcs.	45,581		82,682	181	D	A	133	20	1979
3. CEBCOR (13) Chicago, IL Provides employee leasing svcs.	20,803		25,083	120	D	D	49		
4. Adept Technology (8) San Jose, CA Mfrs. industrial robots	15,471				F	F			
5. Lhuski International Melville, NY Distr. computers & accessories	15,420								
6. Devon Direct Marketing & Advertising Malvern, PA Provides advertising svcs.	11,974								
7. Bushman Press (36) Provo, UT Provides commercial printing svcs.	11,223								
8. OSP Consultants Sterling, VA Provides telecom. engineering, & construction s									
9. Hall-Kimbre Provid									
10									



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by a good health plan.
Our health plan was made strong
by good people.

Ocean State Physicians Health Plan was named the second fastest-growing private company in America by *Inc.* magazine. To the 122,000 members, 1,200 doctors and 160 employees who made it possible, we extend our warmest thanks and our best wishes for the 1990s.

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day. We see that patients who don't require acute care get something better: appropriate care. Delivered at home, or in a skilled nursing facility, or through some other equally effective method.

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\$2.28 per tablet at the hospital



\$2.95 per jar at home